



## **House Administrative Office**

January 17, 2019

On or about Sept. 28, 2018, the Ohio House of Representatives, Administrative Office received oral complaint, from a legislative aide, Jane Doe (pseudonym), that certain alleged comments made by another legislative aide, John Roe (pseudonym) were discriminatory and harassing.

The House Administrative Office, using appropriate legislative resources, engaged independent outside counsel to investigate the allegations of discriminatory and harassing comments were in violation of the House Anti-Harassment Policy or Discrimination Policy.

Upon interviewing all pertinent parties, including the complainant, the accused, and witnesses, it was determined:

Comments made by John Roe were not, as a matter of law, evidence of discrimination or harassment, nor did the comments create a hostile work environment. Outside counsel also determined that while there was no violation of House policy, John Roe should be counseled as to how his comments could be perceived by others, and provided with a review of the Anti-Harassment Policy in an effort to prevent misguided comments that could be subjectively perceived as offensive in the future.

John Roe will be counseled consistent with recommendations of outside counsel. John Roe will also be provided with a written warning to be kept on file, which includes a notice that any future incident of improper conduct may lead to further disciplinary action up to and including termination of employment with the Ohio House of Representatives.